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originals. The Department of Agriculture spoke of its practice of supplying copy to the Library of Congress for cards for all such reproductions, and in such copy annotations are made as to any additions or supplements.

Mention was made of work on a new kind of paper, much quicker and cheaper, and not needing chemical treatment for development.

The papers were referred to the Committee on Publications.

The Committee on Nominations, A. S. Root, Chairman, reported as follows: for President, W. W. Bishop, first Vice-President, H. H. B. Meyer, Second Vice-President, Victor H. Paltsits, Secretary, A. H. Shearer, Treasurer, F. W. Faxon, Councillor for term commencing 1921, E. C. Richardson. Upon motion, one ballot was cast for these officers.

The Treasurer reported a balance in all accounts, with provision for publication of

the 1920 and 1921 *Papers and Proceedings*. He reported that bills had not been sent out for 1921 owing to the fact that no publication had been issued in 1920 and since there were so many institutional members, their membership was largely conditioned on that fact. Bills would be sent out with the next publication. This explanation will satisfy the question of many members.

G. P. Winship for the Publication Committee reported that the publications had been held up successively by questions about one or two papers, then by the cost of printing, then by strikes, but that the material was ready and would be published probably in two or three months.

On motion, the meeting adjourned.

A. H. SHEARER,
Secretary.

This Association is not affiliated with the A. L. A. but its report is printed here for the convenience of the members.

LIBRARY WORKERS ASSOCIATION

The second annual meeting of the Library Workers' Association was held at Swampscott, June 24 at 9:00 p. m. in the sun parlor of the New Ocean House, Catherine Van Dyne, a director, presiding.

Miss Van Dyne opened the meeting with a few remarks regretting the absence through illness of the President, Mary G. Peters. The Secretary, Marian C. Manley, made a report showing how the Association had lived up to its claim of being a democratic and flexibly organized one. She announced that a more detailed written report would be made to the members and copies would be furnished to those wishing them.

The discussion of library conditions and staff relations was opened by a paper on *STANDARDS IN LIBRARIES* by Emma Baldwin, which brought up for consideration the possibility of working out standards for the various library processes, thus affording a real basis for criticism or approval, and also the adaptation of satisfactory

schedules of salaries, such as those for teachers, where the library was new or in process of reorganization.

Miss Alexander talked on the response given by assistants where they were allowed to go through one developing experience after another rather than kept continually in the same limited field of work.

Mr. Cannon then spoke of the necessity of securing some permanence among junior assistants by affording them assurance that they will be able to advance to more interesting work and better salaries in proportion to their capacity and length of service. It should be possible by means of experience gained in the library and by remedying defects in education and in technical training, either in or outside of library hours, for the junior assistant to advance within certain limits. He spoke of Dr. Williamson's pointing out in his investigation of standardization the two general classes of work, professional and clerical, and the various grades in each,

and said that the L. W. A. was now attempting to discover the best means of making possible advancement from the lower to higher grades, while realizing that intellectual work can be over-standardized and that the question must be approached with caution as well as with confidence.

In the general discussion following, Dr. Shearer spoke of the Grand Rapids system which allows a certain number of hours a week for college classes and Miss Manley spoke of the method of adding to the salary for each year of college or library school training, in effect at the same place. Mr. Root described somewhat similar methods practiced at Oberlin. He also told of the efforts made to adjust schedules to permit of work in the college.

Following this came the main topic,

THE CORRELATION OF LIBRARY TRAINING COURSES

This was first discussed by Mr. Sumner who emphasized the value a combination of courses leading to a library school diploma but available through correspondence, summer and extension courses, would have for the librarian. He could with perfect justice require work toward a library school diploma, and make increases in salary to some extent dependent on this. Efforts along this line need not always mean the loss of a year or more of a valued assistant.

Mr. McCombs then urged that such a correlation of courses be made but that the requirements for entrance to these courses be as strict and the ground covered as comprehensive as for a regular library school course. While advocating the establishment of a system that would put the librarians' opportunities for advancement in training on a par with teachers, he was insistent that such a course meet the requirements of a recognized school.

Following Mr. McCombs, Miss Manley talked of the effect such courses would have on many assistants who instead of putting summer after summer into sporadic sessions with no recognition could, instead, take them in a logical sequence leading to a definite goal. The individual courses would also be more satisfactory. For a reference librarian, the possibility of getting a comprehensive course in reference work instead of superficial instruction in half a dozen subjects would be stimulating to a degree and this would apply to other fields.

In the general discussion Mr. Bliss questioned the possibility of correlating these in a satisfactory manner and called to mind the fact that much that was vital would be lost by spreading the work over such a long time.

As the acoustics were poor and the discussion became animated, the meeting was transferred to the children's dining room and continued. Miss Downey contributed to the discussion accounts of her experience along similar lines at Chautauqua. The question of credit for experience in certain fields came up, and Mr. Windsor described the method at Illinois for excusing students from classes in certain subjects when they had satisfied the entrance requirements for the library school and had passed satisfactory examinations in those subjects. Mr. Paine, Miss Smith, Miss Rathbone, and Miss Donnelly took part in the discussion.

Officers elected for the coming year are: President, Catherine Van Dyne; Treasurer, Carl L. Cannon; Secretary, Marian C. Manley.

MARIAN C. MANLEY,
Executive Secretary.

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